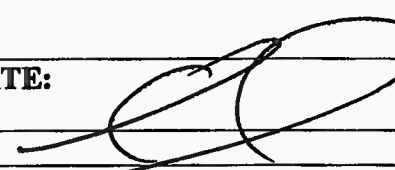


<b>LAS VEGAS POLICE DEPARTMENT</b>	<b>ADMINISTRATION</b>
<b>SUBJECT:</b> <i>Goals and Objectives</i>	<b>NUMBER: ADM.10</b>
<b>EFFECTIVE DATE:</b> <i>9 September 2010</i>	<b>REVIEW DATE:</b>
<b>AMENDS/SUPERSEDES:</b>	<b>APPROVED:</b> 
<b>NMMLEPSC STANDARDS:</b> <i>ADM.04.01</i>	<b>NMSA:</b>

**I. PURPOSE:**

The purpose of this policy is to ensure the efficient and effective management of the GOALS AND OBJECTIVES function by providing administrative guidance that identifies the efforts of uniform and other organizational components of the department. This order is to identify the organizational philosophy of the Department which emphasizes a positive working relationship between the public and the police. This concept involves a community oriented approach to policing. Each unit's goals and objectives will be focused to achieve this philosophy.

**II. POLICY:**

It is the policy of the Las Vegas Police Department to manage the function of a Goal and Objective in an effective and efficient manner by coordinating the efforts of uniform and other organizational components as provided in this policy.

**III. APPLICABILITY:**

This policy is applicable to all commissioned and non- commissioned employees.

**IV. REFERENCES:**

- A. Las Vegas Police Department
- B. New Mexico Law Enforcement Accreditation Admin 04.01

**V. DEFINITIONS:**

- A. Goals- A target or performance measure being met or set.
- B. Objective - The achievement of final set of action or goal.
- C. Planning – Both the organizational process of creating and maintaining a plan.
- D. Research- The search for knowledge or any systematic investigation to establish facts.

## **VI. PROCEDURE:**

### **A. Goals and Objectives**

1. The Department and each unit within the Department will have a written set of goals and objectives.
2. The Department goals and objectives form the foundation and are in addition to the individual unit goals and objectives. All agency goals and objectives are established by providing each employee the opportunity to supply input into the process.
3. Supervisors of each unit draft and submit their goals and objectives after consulting with the employees of their component. Each unit maintains their goals and objectives and is responsible for accomplishing them within the allotted period of time.
4. A copy of the goals and objectives is submitted to the Chief of Police every March. An update of the progress towards the attainment of the Department's goals and objectives, as well as the unit's goals and objectives, is submitted by each organizational unit to the Chief of Police every October. The Accreditation Unit retains copies of the goals and objectives as well as the progress reports.
5. The Department and the unit goals and objectives are distributed annually to all personnel by the Accreditation Unit.

### **B. Planning and Research**

1. It is the philosophy of this Department that each member has an interest and responsibility to participate in the planning process. Members will be advised when planning sessions are scheduled and are encouraged to submit suggestions.
2. The role of the planning and research function will be to assist the Chief of Police and Command Staff in providing Department-wide planning and direction, and evaluation of the achievement of goals and objects.
3. Any reports generated from Planning and Research will be disseminated to the affected individuals and divisions.

### **C. Planning and Research will assist and coordinate the development of a three - year plan which will include the following:**

1. Goals and objectives;
2. Anticipated workload and population trends;
3. Anticipated personnel levels;

4. Anticipated capital improvements and equipment needs.

VII. ATTACHMENTS:

None